

WID *Information*

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RESEARCH NOTES

The article is drawn from a Master's Thesis on "Gender training as public policy strategy for improved individual optimal development: The Uganda case study" by Consolata Kabonesa

Uganda, located in East Africa, has an area of 93,981 sq. miles and a population of about 16.3 million, of which slightly over 8 million are women. Most of these women are engaged in agriculture and the informal sector. In the late 1970s through 1980s, Uganda experienced a period of political, economic and social repression due to civil wars (Byrnes, 1992; Grant, 1990). It is an established fact that women and children are the most affected by social and economic repression.

Since 1986, the National Resistance Movement government has emphasized involving women in the mainstream of structural transformation. The government has directed its efforts toward: (1) rehabilitating the general infrastructure; and (2) revitalizing the economy and social services, especially those for women and children. The government has taken sectoral integration and separate sphere approaches towards integration of women in national development. In 1988 a Ministry of Women in Development attached to the President's Office was formed. In 1991 the Ministry was expanded to include the Departments of Culture and Youth. The Ministry was mandated to ensure positive integration of women in the mainstream of all development processes, beginning with planning through implementation to evaluation. This was stipulated to be achieved through overall sectoral formulation and coordination of policies on women in development and empowerment of women by giving them business skills and making income generating activities accessible to them.

This study documents the context of public policy on women in Uganda, and the use of gender training by the Department of Women in Development as a strategy for easing women's constraints so that they can help themselves and their children attain healthy development.

Purpose of the Research

Rao, et al., (1991) summarizes the dilemma in the lack of documentation of gender training efforts worldwide; there are many institutions, national governments and individuals conducting gender training, but they are so busy doing it that they need support in documentation of their experiences. In particular African programs and experiences have not been well documented. The current Uganda government has shown a

strong commitment to involving women in the mainstream of economic development, and as a Ugandan woman I decided to document Uganda's gender training experiences and lessons learned for the larger world community.

Objectives of Gender Training

Over the past two decades various models have been used to include women into the mainstream of economic development such as welfare, equity, antipoverty, efficiency and empowerment (Moser, 1989). However, the welfare, equity and anti-poverty models were not totally successful because they did not apply gender analysis techniques toward resource allocation and utilization of those resources in development. Empowerment and efficiency models which emphasize gender awareness skills have proved to be more attractive to national governments. Consequently, gender analysis arguments world wide focus on the different roles and responsibilities played by women and men in a country's economic growth; hence, each has to be provided for according to his or her needs.

Gender training is aimed at (1) increasing gender sensitivity by changing participants' thinking about and understanding of gender issues; (2) improving implementation skills by changing behaviors or attitudes of participants towards making gender equitable plans, delivering credit to women and reflecting women's unpaid work in meaningful statistics. The main concern here is how to include women as well as men in planning, delivery system, and data collection programs; and (3) empowering women by making professional women more effective advocates for women and involving grassroots women's organizations directly in the planning and implementation process.

Therefore, gender training to persuade policy makers to include women and women's concerns in project design and implementation would indirectly: (1) provide social support networks for women and their families; (2) enable women to make a living; (3) give women a sense of belonging in the community; (4) ease women's work schedule through improved technology; and (5) increase a country's level of economic growth which is important for healthy development of children.

Methodology

Most of the research was conducted in Uganda at the Department of Women in Development, Ministry of Women in Development, Culture and Youth, and the Department's cooperative NGOs Action for Development (ACFODE) and The Uganda Women Lawyers Association (FIDA) in Kampala, Uganda. Research was conducted using semi-structured questions in a person-to-person interview. A total of 25 people were recommended for the interviews by the Department of Women in Development. Of the 17 interviewed, 3 were males. The size of the population was small and manageable for the given time.

Findings

Gender training for empowerment.

The separate spheres approach has been directed to empowerment by providing credit, legal training, training in business skills and leadership skills. The Ministry, with assistance from donor agencies, has conducted a number of workshops on income generating activities. They have provided credit to women without collateral with a hope of making women independent. The department has also utilized non-government organizations to provide workshops on women's rights, women and the law, and women and health. Empowerment training target groups have been retired or out of service nurses, medical assistants, Resistance Council members and extensionists in rural areas to give them skills in leadership and training, and project planning and management. Women in general have been targeted directly through radio and legal literacy workshops. Activities have included, but were not limited to, the making of the new constitution, and women and the law (customary and formal). The National Resistance Council (NRC), the country's parliament, has incorporated WID issues in political education activities. There is increased incorporation of women in the NRC. More men and women are becoming increasingly interested in the legal workshops. Since 1989, the trainers have reached more than 5000 women through training and self-help projects. Out of 5000 at least 200 have participated in training of the trainer and the paralegal programs. In general women have been able to: (1) build up their confidence to participate in politics, social and economic institutions; (2) realize their potential, their legal rights; and (3) increase their ability to utilize available resources such as credit.

Gender training for sensitization and implementation.

Sectoral integration approach has been directed to gender training for sensitization and implementation. The Ministry of Women in Development, Youth and Culture has focused on development of gender sensitive policies and programs on women, and has run gender sensitization workshops for policy makers and district administrators. Gender sensitization workshops have been targeted at the top government officials in key ministries including Agriculture, Health, Education, Local Government, Planning and Economic Development, Commerce, Industry and Technology, and Mineral and Water Resources, as well as to members

of NRC, and district administrative officers and Resistance Council officials. For improved implementation of gender issues into the development process, the Ministry has assisted in the reformulation of sectoral policies to make them more gender sensitive in the Ministries of Health, Agriculture, Education and Commerce. After policy reformulation exercises for ministries, the Department will work on a national gender policy with assistance from DANIDA. The first step toward integrating women in development will be achieved through policy formulation. The second step would be to follow up those concerned ministries to see if reformulated policies will be implemented.

Methods of Communicating Gender Issues to the Public.

Television and the radio have been used by both the Ministry, Action for Development (ACFODE) and The Uganda Women Lawyers Association (FIDA) to present gender sensitization programs. FIDA has aired and continues to air radio programs on legal education and property inheritance, marriage and divorce.

The trainers use live cases from the villages to show effects of customary law on women and children. FIDA also works with Nsambya Hospital on advising AIDS' women victims on inheritance and assisting them in Will writing. ACFODE uses training charts developed by women themselves, and role playing by participants, and publishes a magazine, "ARISE", aimed at sensitizing the nation. The Ministry and FIDA put out newsletters on their activities and information on gender issues worldwide. More than 3 newspapers have a column on women's issues.

Problems with Gender and Development Programs.

All gender trainers expressed similar problems with their efforts to emancipate women. These problems relate to lack of resources, limited training content and processes, negative participant reactions, and limited linkages.

Conclusion

The Ministry has had both successes and shortfalls in training and implementation. What can we learn from the different strategies of training for empowering women and training for sectoral integration? (1) Both strategies suffer from insufficient resources, but the empowerment strategies benefit from a great deal of volunteer energy of women who are eager to teach and to learn. This has contributed to their success. The separate sphere approach encourages unequal distribution of resources. Making visible men's and women's roles and responsibilities and their productive capacity involves commitment to supporting them with resources. Weak links between separate spheres isolate women and perpetuate a historical problem of subordination of women to men. (2) Gender issues are relegated to women and are seen as specific to the Women's Ministry; whereas women and women's issues should be looked at along side men and men's issues. The Ministry can not carry out successful integrated programs when it exists and operates in isolation with limited resources.

Recommendations

The government of Uganda should strengthen its internal resource base for MWIDCY. WID needs to draw long-term gender training and sensitization plans to address gender issues in the sectoral ministries. This may involve lobbying and increasing the budget for the Ministry at large, creation of a women's desk or other resource pools within line ministries and at the district level. Revision of terms of reference for focal point officers and district trainers as well as clarification of reporting lines and their incentive structures are also necessary. For effective training at the policy level, the Ministry might review the content, methodology, and approaches to gender training/sensitization efforts in order to interest policy makers in gender policy issues.

The Ministry, FIDA, ACFODE and other NGOs should continue with economic empowerment schemes for women in leadership and business management skills and concentrate on women's formulation of simple businesses which do not require heavy financing. Men and women from the national to the village level have to be sensitized in gender issues in order to perceive and treat each other as equal partners in the production process and in the benefits accruing to that production. This is a long-term process, but well begun.

This study was a small slice into the Ministry's efforts to bring about gender positive policies and to include women in the mainstream of economic development. Future research should: (1) carry out a comprehensive study at the grassroots level on the role of the Ministry and the impact of gender training on the population; (2) do a study of administrative and organizational constraints to effective operations of the Ministry's mandate; and (3) document the role of all NGOs in contributing to the social and economic emancipation of women.

WID ANNOUNCEMENTS AT UIUC

Annual Student Paper Competition

The Office of Women in International Development announces its **Twelveth Paper Competition**, with \$100 awards for the winning papers at the undergraduate and graduate levels. The competition is open to both graduate and undergraduate students, and papers from all disciplines are welcome. Papers should focus on gender issues in the context of international development and should be typewritten, double spaced, and prepared in a journal format acceptable to the student's major discipline. Submission deadline is May 16, 1994. For additional information, contact Consolata Kabonesa, 244-1722 or Kathy Martin, 333-1994.

RESEARCH, STUDY AND TRAINING OPPORTUNITIES

The Royal Tropical Institute announces: (1) International course on women and enterprise development from June 5-15, 1994. The course is intended to increase awareness on women and enterprise development, to improve gender analytical skills in relation to enterprise development, to strengthen the ability to develop gender aware strategies, and to share relevant knowledge and experience from different countries and regions. (2) Training workshop on women, gender and development from November 13-30, 1994. Workshop objectives are: to increase awareness and knowledge on gender, women and development; to improve gender analytical skills; to strengthen the ability to develop gender sensitive strategies; and to share relevant knowledge, strategies and experiences from different countries and regions. For more information contact The Royal Tropical Institute (KIT), Mauritskade 63, 1092 AD Amsterdam, The Netherlands. Tel. 31(20)5688 711. Fax: 31(20)5688 434.

INTERPAKS announces **Improving Extension Management: A Short Course for Mid-Career Women Managers** October 9 through November 10, 1994. The course will focus on: Understanding the Manager's Role in the Agricultural Technology System (ATS); Developing Extension Programs Utilizing Participatory Approaches; Delivering More Effective Extension Programs; Management Skills Enhancement; and Improving Leadership Skills. For more information contact: Director of INTERPAKS, University of Illinois at Urbana-Champaign, 110 Mumford Hall, 1301 West Gregory Drive, Urbana, IL 61801, USA. Tel: (217) 333-5834; Fax: (217) 333-5835.

CONFERENCES AND CALL FOR PAPERS

Workshop Report: Theory Workshop a Success

On February 19, 1994, the second Feminist Theory Workshop was held at the University of Illinois, Urbana-Champaign. The workshop, open to UIUC faculty, staff, and students, was entitled "Feminist Theory in Essence: Gender, Essentialism, and Social Construction in the Disciplines," and was jointly sponsored by the Women's Studies Program and the Office of Women in International Development in anticipation of the proposed UIUC Center for Research on Women and Gender. The morning began with a brief talk by Carole Stabile. Participants then broke into four roundtable discussion groups. Roundtable topics included: I. Ecology, Technology, and Feminist Thought, II. Identity, Representation, and Essentialism, III. Feminist Theory in the Workplace, and IV. Essentials of Brain and Body. After a coffee and fresh fruit break, participants attended a second roundtable discussion. The workshop received an enthusiastic response with over 150 people attending. Follow-up evaluations were very positive. A special thank you to the workshop planning committee, Kal Alston, Kate Cloud, Cheryl Frank, Janet Lyon, Beth Stafford-Vaughan, and Jane Lu Zxy-Yann, chaired by Brenda Krause Eheart. Additional thanks to the roundtable facilitators and to Jeannie Taylor who

organized the lunch following the workshop. The workshop was funded by grants from the Vice Chancellor's office and from International Programs and Studies.

Up-coming Conferences

August Network Seminar on Gender, Environment, NGOs, and Cairo: The 1994 UN Conference on Population and Development (ICPD). NGO and ad hoc groups are holding ongoing meetings to address a series of issues, including: women's perspectives on family planning; reproductive health and rights; population, and sustainable development; and population and environment. For further information contact: U.S. Network, c/o National Audubon Society, 666 Pennsylvania Ave., SE, Washington, DC 20003. Tel: (202) 547-9009. Fax: (202) 547-9022.

Call for Papers

Journal of Social and Personal Relationships Special Issue - Different paths, different voices: Rethinking the development of families over the life course. The theme of this special issue refers to the need to examine the diverse roads that families travel throughout the life course and the different ways they describe their experiences. The objective of the special issue is to expand the traditional focus on family adaptation to life transitions by exploring issues of cultural diversity, multiple family forms, and contextual variables; and to inform the refinement of existing theories and the development of new theoretical models. Submission of papers which focus on issues of ethnicity, social class, gender or sexual orientation, or consider community, neighborhood or social network context or examine aspects of kinship structure in describing family adaptation at various stages of the life course. Three copies of the manuscript should be submitted by August 30, 1994 to Laurie Kramer, Ph.D., Human Development and Family Studies, University of Illinois, 1105 W. Nevada, Urbana, IL 61801 OR Catherine H. Stein, Ph.D. Dept. of Psychology, Bowling Green State University, Bowling Green, OH 43403-0228.

FELLOWSHIPS, GRANTS AND AWARDS

The Visiting Scholar Fellowship Program of the Social Science Research Council and the MacArthur Foundation Committee on International Peace and Security offers fellowships for young faculty in African institutions as well as journalists, public servants and lawyers to pursue innovative research at universities and major research centers outside their home areas. Deadline July 15, 1994. Contact Visiting Scholar Fellowship, International Peace and Security, 605 Third Avenue, New York, NY 10158. Tel: (212) 661-0280. Fax: (212) 370-7896.

Fulbright Awards are available for university lecturing or advanced research in nearly 140 countries. Awards range from two months to an academic year. For more information contact the Council for International Exchange for Scholars, 3007 Tilden Street, NW, Suite 5M, Box GNEWS, Washington, DC 20008. Tel: (202) 686-7877.

Rockefeller Foundation Re-entry Grants for African Scholars Pursuing Education Research. This grant program is designed to assist in the professional re-establishment of talented African Scholars who are returning from doctoral studies abroad and have a research interest in issues related to the revitalization and development of education in sub-Saharan Africa. All proposed projects must include an explicit and substantial focus on sex differences in school participation as part of the set of educational issues to be examined. Applicants must submit research proposals prior to or within one year of returning to their African-based institutions. Grants may be made to the scholar, but the proposal must be endorsed by the African institution where the applicant will be full-time staff member. **There are no deadlines for submission of proposals.** For more information contact: Scholars on Education Re-Entry Program, the Rockefeller Foundation, 1133 Avenue of the Americas, New York, NY 10036, USA, or Scholars on Education Re-Entry Program, The Rockefeller Foundation, P.O. Box 47543, Nairobi, Kenya.

ANNOUNCEMENTS

Tasneem Ahmar, Professor of Sociology, Quaid-e- Azam University, Islamabad will give lecture on Women and Change in Pakistan on April 5, 3:30 to 5:00 p.m. at the University of Illinois in Room 101 International Studies Building, 910 South Fifth Street. The lecture is Sponsored by South Asian and Middle East Studies and the Office of Women in International Development. For information contact the WID Office, 333-1994.

A National Seminar on Women in Agriculture was held from December 29-30, 1993 at Hyderabad, India. The Seminar was organized by the International Federation for Women in Agriculture and the National Commission for Women. For more information on the seminar contact: Subhash Chandra, Indian National Council for Agricultural Research, Punjab Agricultural University Campus, Udhiana-141 004, India. Tel: 91-0161-51972/31186, Fax: 91-0161-51794.

The Asian-Pacific Resource and Research Center for Women (ARROW) is a non-profit, non-governmental organization incorporated in Malaysia in January 1993. It is dedicated to improving the quality of development policies and programs with the goal of women being better able to define and control their lives. The center will initially focus on the issue of women's health, particularly reproductive health, but eventually will expand to areas of women in agriculture and rural development and women and the media. For more information contact: Thilaha Nalliah, Administrative Assistant, 2nd Floor, Block F, Anjung Felda, Jalan Maktab, 54000, Kuala Lumpur, Malaysia, tel. (603) 292-9913; Fax: (603) 292-9958, e-mail: women@arrow.po.my.

SCHEDULE OF PREPARATORY ACTIVITIES FOR THE FOURTH WORLD CONFERENCE ON WOMEN.

Regional Preparatory Meetings

- June 7-14, 1994, Jakarta, Indonesia: Economic and Social Commission for Asia and Pacific (ESCAP).
- September 26-30, 1994, Buenos Aires, Argentina: Economic Commission for Latin America and the Caribbean.
- November 6-10, 1994, Amman, Jordan: Economic and Social Commission for West Asia.
- mid-November, 1994, Dakar, Senegal: Economic Commission for Africa.
- October, 1994, Vienna Austria: Economic Commission for Europe and North America.
- It is anticipated that NGO meetings will be held concurrently with regional meetings. Regional NGO focal points have been established. For more information contact: NGO Forum 95, 777 United Nations Plaza, 8th Floor, New York, NY, 10017.
- March, 1995, New York: Final meeting of the CSW Preparatory Committee.
- September 4-15, 1995, Beijing, China: Fourth World Conference on Women

Source: 1993 AWID meeting documents.

RESOURCES/PUBLICATIONS

Indian National Council of Agricultural Research announces two papers on: (1) *Utilizing the services of women graduates from State Agricultural Universities to strengthen Agriculture Extension se-up in India*; and (2) *Changing training strategies for peasant women*. For more information contact Office of Women in International Development, University of Illinois at Champaign-Urbana, 320 International Studies Building, 910 South Fifth Street, Champaign, IL 61820, Tel. (217) 333-1994; Fax: (217) 333-6270.

IWRAW to CEDAW Country Reports on Barbados, Ecuador, Guyana, Libya, New Zealand, Senegal, Colombia, Guatemala, Japan, Madagascar, Norway and Zambia by Sharon Ladin. December 1993. \$7.50. The report presents independent information for the thirteenth session of the Committee on the Elimination of Discrimination Against Women (CEDAW). It includes aspects of political and public life; education, employment, health care and family planning, and marriage and the law. For more information contact:

IWRAW, Humphrey Institute, 301 - 19th Avenue S., Minneapolis, MN 55455 USA, tel. 621-625-5093. Fax: 612-6256351.

Including women with disabilities in development programs: A resource guide. This booklet promotes integration of women with disabilities into international community development efforts. It offers resources and practical, low-cost strategies for making projects accessible, including non-English materials, bibliographies, and names of individuals and organizations which can provide information and expertise. Model programs which have successfully involved women with disabilities in development activities, describe what worked, what did not, and what still remains. For more information contact DWD Project C/O Mobility International USA, P.O. Box 10767, Eugene, OR 97440 USA, Tel. (503) 343-1284. Available from WOMEN, INK., 777 United Nations Plaza, Third Floor, New York, NY 10017, USA. Tel. (212) 687-8633. Fax: (212) 661-2704.

Tools for the field: Methodologies handbook for gender analysis in agriculture. 1994. \$24.95. Edited by Hilary Sims Feldstein and Janice Jiggins. Tools for the Field uses illustrative material from 38 cases in Africa, Asia and Latin America to provide a systematic, practical presentation of how development workers can incorporate gender analysis in agricultural programs. The book is divided into four sections: initial diagnosis; research planning and on-farm experimentation; ongoing diagnoses; and formation of gender analysis in institutions and training programs.

Ours by right: Women's rights as human rights. 1993. \$19.95. Edited by Joanna Kerr. The book is based on a conference hosted by the North-South Institute. It presents views of leading women lawyers and activists on the issues and challenges in the current campaign for women's rights as human rights. The first section discusses women's rights in Algeria, Malaysia, Pakistan, South Africa, Uganda, Brazil, the UK, the USA and Canada. The second edition considers issues such as barriers to funding women's rights, aid conditionality and government accountability. Strategies and actions for implementation are discussed in the final section.

The power to change: Third World women shaping their environment. November 1993. \$17.50. Women's Feature Service. Power to Change is a collection of absorbing narratives of positive change affected by women faced with negative impact of development on their lives and environment. Each case study describes the sociopolitical context, and the link between action and policy. It reviews the alarming feminization of poverty during the "development decades" and related ongoing discussions within the women's, development and ecology movements.

Worldwide network: 1993-1994 Directory of women in the environment. March 1994. \$22.50. This is a comprehensive directory, which lists names, addresses, interests and expertise of women all over the world who are interested in sharing information and ideas on environmental management issues. 19,900 women from 115 countries and territories are included.

Women and HIV/AIDS: An international resource book. 1993. \$22.00. By Marge Berer with Sunanda Ray. The book summarizes a decade of knowledge and experience culled from published and unpublished sources regarding the impact of HIV/AIDS on women's health, sexual relationships and reproductive rights. The topics range from contraception to contacts and resources worldwide. This book easily translates across cultures, national boundaries, and health care systems. Contributors include women with HIV/AIDS, activists, researchers, and professionals.

Population policy and women's rights: Transforming reproductive choice by Ruth Dixon-Muller. 1993. \$17.95. The book makes a simple, forceful case for the point that a woman's right to reproductive choice is a human right. Based on extensive literature review, interviews, and data analysis, it discusses how population policies and programs should be tailored to the diverse realities of women in the South if they are to succeed. It is an important resource for feminists working in population and development fields.

Rodale Institute Research Center announces *Ag-Sieve*, a bimonthly collection of the latest and most applicable information in the field of sustainable agriculture in the topics. Up coming issues will focus on: Livestock, Agroforestry and Extension Methodologies. Subscription 1 year/\$18, 2 years / \$33, and Bound back issues/ \$24. For more information contact: Kathie Carruth, Managing Editor, Rodale Institute Research Center, 611 Siegfriendale, Rd, Kutztown, PA 19530 (215) 683-1400. Fax: (215) 683-8548,

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